

Wyeth Confidential Exit Questionnaire

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Please take a few minutes to answer the following questions as candidly as possible. Your individual response will be treated as confidential. Your feedback is important to us and will help Wyeth achieve our mission and realize our vision. Please bring this form with you to your exit interview. Thank you for your cooperation.

Personal Data

Name: Zinma Khaw
Position Title: QC Analyst

Termination Date: 6/21/2002
Department: QC-ASPT

Hire Date: 12/11/2000
Immediate Supervisor: Clement Waghireh

Reason for Leaving (Please check one): Career Opportunity ☒ Personal/Family Circumstance: ☐ Return to School ☐
Self-employment ☐ Retirement ☐ Other ☐

If you are leaving to go to another company, please rate the importance of each reason below that may apply to why you are leaving Wyeth (i.e. the most important reason=1, second most important reason=2, etc.; If a reason does not apply, please leave it blank):

Compensation Package Benefits Career Advancement Opportunities-1 Co-workers Type of Work
Lack of Recognition Business/Product Direction Company Culture Department relocating (e.g. Move
to Collegeville) Management - 2 Other Comment:

Before making your decision to leave, did you investigate other options that would enable you to stay? Yes ☒ No ☐

If "yes", describe: Formally & informally interviewed for internal positions but due to timing & opportunity, this did not proceed.

Are there any other benefits you feel should have been offered or of the benefits offered, what improvements should be made? Yes ☒ No ☐ If "yes", what? (4-4-4-4) 4 yr. vesting time.

1 wk. more vacation time

If you are leaving to join another company:

What is the name of your new company? Biogen

What industry is your new company in? Biopharmaceuticals

What is the salary you will be receiving?

If you will be receiving a bonus, what bonus amount can you expect to get?

YES

What benefits is your new company offering that Wyeth does not? Same as Wyeth but less expensive healthcare premiums, option to purchase 1 wk. vacation almost twice as much in stock, stock purchase program, greater incentive awards program, 100% education reimbursement.

Would you recommend working at Wyeth to a friend?

YES

Yes, without reservations ☒ Yes, with reservations ☐ No ☐ Comment:

-but ensure that the specific dept's culture coincides w/ company values

Please Rate the Following:

- for Wyeth

	Excellent	Good	Fair	Poor	N/A	Comments
Compensation: Base salary	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
If applicable: PIA, commission, stock options	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Retirement: 401K, Retirement Plan, Healthcare Plan, Life Insurance Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	401K match is "Good."
Basic Benefits: Health Insurance, Prescription Plan, Dental Plan, Life Insurance, Business Travel Accident Insurance, Disability Benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Voluntary Benefits: LTD, Group Universal Life Insurance, Life Insurance, Dependent Life Insurance, AD&D, Long Term Care Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Spending Accounts: Dependent Care, Healthcare	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Educational Assistance Programs: Tuition Reimbursement, AHP Scholarship Program, PDE Scholarship Program, ConSern Loans	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Work/Life Benefits: EAP, Adoption Assistance, Lactation Program, Dependent Care Subsidy, Flexible Work Arrangements	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Lacking on-site child-care.
Time Off: Vacation, Holidays, Personal Days, Sick Days	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Recognition: service anniversary awards, R&D awards, special recognition awards, etc.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Other:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Please read the following statements and indicate a response that corresponds to your level of agreement or disagreement regarding whether or not your management, your co-workers, and the Company operate according to A|P values. You may indicate a statement to support and explain your responses on the comment line at the end of each the section for each statement.

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The following rating for Management only applies to my immediate management only.

	1 Almost Never	2 Rarely	3 Some- Times	4 Often	5 Almost Always	Your Management	Your Co-workers	The Company
Operates according to the Company's values:								
QUALITY								
Does the job right every time				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Focuses on what is important				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Strives for continuous improvement				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Thinks strategically and executes flawlessly				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Observed w/ recent management turnover within the department.								
QUALITY OVERALL RATING AND COMMENT:				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
INTEGRITY								
Takes responsibility for actions				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Follows through on commitments				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Communicates in an open, honest, timely, and authentic manner				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Respects confidentiality				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
INTEGRITY OVERALL RATING AND COMMENT:				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
RESPECT FOR PEOPLE								
Treats others with dignity and respect				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Embraces and encourages new ideas				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Cultivates individual talents				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
wards contributions				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Celebrates achievements				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
RESPECT FOR PEOPLE OVERALL RATING AND COMMENT:				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
LEADERSHIP								
Is a good role model				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Approaches job with passion and conviction				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Brings out the best in people				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Anticipates change				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Demonstrates personal initiative				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Promotes innovative thinking				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
LEADERSHIP OVERALL RATING AND COMMENT:				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
COLLABORATION								
Demands teamwork				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Is flexible and responsive				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Thinks and works across boundaries				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Shares information freely				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Seeks input and listens				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
COLLABORATION OVERALL RATING AND COMMENT:				<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	

Additional comments or recommendations:

I recommend trending departmental turn-over rate in the future.

Thank you very much for sharing your thoughts with us.

In addition I do not want to answer questions to this confidential survey to future, potential employees.

Date 6/19/02

Employee Printed Name Zinma Khaw
 HR Printed Name

Employee Signature [Signature]
 HR Signature [Signature]

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From: Zinma Khaw
To: Pearson, Gillian
Date: 6/21/02 10:44AM
Subject: Exit Interview follow-up

Hello Gillian,

I just wanted to add additional information to my exit interview documentation. I would like to add that prior to approaching anyone regarding the issues that I was enduring with Clement, I was under the close guidance of work counselors at EAP (and throughout). I was told by EAP that it is confidential and that only I have the authority to release their documented sessions, if I may need to for any reason.

I initially approached them because Clement was continually impeding my ability to do my job and also, I felt extremely threatened by his techniques & actions. For example, he would regularly request an immediate meeting as if it were urgent or meetings very late in the work day that will last far after hours. He does not take into consideration how he is hindering other people's job by taking their time to discuss 'his' needs.

These discussions were rarely of the job at hand. And if it was of a useful topic, it is customary for him to talk in circles so that when you leave his office, you'd wonder what was he talking about.

The EAP counselors suggested that I repeat his words to clarify. When I did so, he would reply by saying, "No, no, no. I did not say that" with a sigh & repeated shaking of his head, about 80% of the time. This has been occurring since he came on board, and for very long time I was blaming myself and feeling like something was really wrong with me. I could not figure it out. I soon realized by listening to others, that I was not alone. I have never encountered someone like Clement who knows what to do & pretty much how to manage ("by the book") but misses the key points completely and sees the other as the problem.

He has blatantly told me that "I know you are unhappy and do not like your job but..." I was completely shocked! He would regularly call me and tell me how to do my job and say, "this is a method of 'coaching'...this is called 'coaching'. I'm just trying to, 'coach' you so you can do better for yourself and for the company." I think my attitude & actions show how much I value the company. He doesn't like to get feedback; only one way communication. He told me under his breath as he sneered, "I don't know why you have a hard time following orders, especially that you are in the military." I was quite insulted. It is unbelievable some of the things he says. It is so insulting that it is unbearable at times. Myself as well as others have quietly cried on a close friend's shoulder several times because of his ways. He is a nice man though, and is great at first impressions, but he is lacking in his management, quality, integrity, respect for people, leadership, and collaboration skills; all of our Core Values that made this company so great to work for.

Please feel free to contact me at anytime even after I have left the company if you need me to come in or converse. Please extend this to Peri Ozker also. I am very busy but I will try to catch her to leave my contact information and refer her to you for details on the issue.

In addition, I would like to release the information noted on our previous meeting regarding the same issue.

Thank you very much, Gillian. You have been very helpful and a great resource. I'm grateful that you were there to listen to me.

Zinma

Redacted by Counsel

Gillian Pearson - Continued

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From: Zinma Khaw
To: Pearson, Gillian
Date: 6/21/02 10:55AM
Subject: Continued

I'm sorry, Gillian. I have one more thing to mention.

*In general, communication and plans/projects are not being communicated openly any more. It is normally restricted to Latosha Dixon from Clement. We can not function as a department if we don't communicate such as what has been done, what needs to be done, what has been taken care of by Latosha that she failed to mention to the group, what opportunities are available, etc. I do not like to point fingers, but I believe you had asked for specifics. The entire group, including myself feels that there is a high amount of secrecy between Clement and Latosha. Unfortunately, we have observed the results of this fact.

Without communicating and planning strategically together as a team, we can not be a functioning group.

Thank you again, Gillian.
Zinma

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